



**2014-15 Differentiated Pay Plan Submission
For**

White County Schools

I. Description of Differentiated Elements (Required Section)

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Performance	<p><i>The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district TVAAS composite score is 3 or greater.</i></p>	<p><i>The compensation will be given as a bonus.</i></p> <ul style="list-style-type: none"> <i>TVAAS District-level composite 3 = \$300;</i> <i>TVAAS District-level Composite 4 = \$400;</i> <i>TVAAS District-level Composite 5 = \$500</i> 	<p><i>The compensation will be available to all educators and administrators.</i></p> <p><i>The maximum number to receive the award would be 325.</i></p>	<p><i>The estimated total is \$162,500.</i></p>	<p><i>This total makes up .02% of the district's salary costs.</i></p>

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

See additional attachment.

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

Future state funding will include a percentage of the increase to be applied across-the-board, with the remaining allocated to differentiated pay.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

White County Schools Differentiated Pay Eligibility Rules

- ***To be eligible the educator must be employed 90% of the 200-day contract of the school year in which compensation will be awarded.***

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

White County has an advisory committee that meets with the director of schools each month. The committee is composed of a representative from each school. During the November meeting the director outlined the guidelines pursuant to Tenn. Code Ann. §49-3-306(h). During the January advisory meeting the director gave each advisory member a copy of a "Differentiated Pay Dialogue" she had prepared. The dialogue explained Tenn. Code Ann. §49-3-306(h), along with an explanation of questions that had been posed by teachers in the system. Along with the dialogue was a copy of an online survey that would be made available to all teachers and administrators later in the week. The advisory committee and the director discussed each point in the dialogue and made some minor clarification changes. The director emailed the dialogue to all personnel in the system. Each advisory member held an information sharing/question and answer session in his/her school prior to the roll out of the survey. Once the survey

was completed the advisory committee, the director, and the school board budget committee met to discuss the results. Advisory committee members were asked to share comments from personnel at their respective schools. It became clear, through both comments and the survey that the educators in White County want to leave step/lane schedule. School board members who serve on the budget committee have been involved in the entire process.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

White County will study the impact of the 2014-15 pay plan and the plans of surrounding counties as changes are considered.